

DHS EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT: Data as of June 30, 2010 – 3rd Quarter 2010

Complaint Activity – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru June 30th
Number of Complaints filed	1199	1083	1086	1145	1442	882
Number of Complainants	1075	1010	1045	1099	1383	852
Repeat Filers	80	54	42	52	56	28

Complaints by Basis – Comparative Data – Previous Fiscal Year Data

NOTE: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru June 30th
Race	339	326	368	298	361	301
Color	75	83	80	92	83	55
Religion	50	57	38	48	52	43
Reprisal	406	391	389	432	777	346
Sex	408	349	334	385	321	293
National Origin	197	193	158	175	516	141
Equal Pay Act	0	1	7	3	0	3
Age	287	336	283	321	314	276
Disability	264	258	260	238	223	197
Non-EEO	16	44	24	16	48	30

Complaints by Issue – Comparative Data – Previous Fiscal Year Data

NOTE: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru June 30th
Appointment/Hire	16	45	57	57	36	17
Assignment of Duties	68	59	61	68	342	75
Awards	60	25	15	22	10	12
Conversion to Full- time	2	1	3	1	1	0
Demotion	17	6	18	11	8	6

Reprimand	48	19	50	46	41	50
Removal	36	23	22	34	23	24
Suspension	41	40	45	30	30	40
Disciplinary Action - Other	0	28	1	14	10	5
Duty Hours	14	14	22	15	14	19
Evaluation Appraisal	41	36	38	40	57	57
Examination/Test	5	8	8	5	3	9
Non-Sexual Harassment	189	282	289	314	599	281
Sexual Harassment	43	51	37	33	46	33
Medical Examination	2	14	8	10	9	9
Pay (Including Overtime)	26	28	25	27	20	19
Promotion/Non-Selection	239	287	277	248	241	193
Reassignment – Denied	21	28	34	34	31	21
Reassignment – Directed	43	30	29	28	40	35
Reasonable Accommodation	27	34	43	47	40	33
Reinstatement	0	4	4	2	7	7
Retirement	2	4	5	2	5	6
Termination	162	136	135	112	137	140
Terms/Condition of Employment	87	116	142	108	404	117
Time and Attendance	34	42	36	54	29	34
Training	39	29	26	23	22	19
Other	96	28	35	44	373	19

Processing Time – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru June 30th
Total complaints pending during fiscal Year	0	0	0	0	0	2503
Average number of days in investigation stage	322	406	311.5	249.9	248	251
Average number of days in final action stage	0	326	428.1	296	310	325

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru June 30th
Complaints pending during fiscal year where hearing was requested	0	0	0	0	0	1398
Average number of days in investigation stage	331	338	242.5	259.4	349	234
Average number of days in final action stage	0	48	72.5	64	399	24

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru June 30th
Complaints pending during fiscal year where hearing was not requested	0	0	0	0	0	1105
Average number of days in investigation stage	301	413	347.3	312.8	755	274
Average number of days in final action stage	842	443	587.6	660.5	971	612

Complaints Dismissed by Agency – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru June 30th
Total Complaints Dismissed by Agency	231	281	187	247	195	502
Average days pending prior to dismissal	306	254	257	220	1369	385

Complaints withdrawn by Agency – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru June 30th
Total Complaints withdrawn by Complainants	0	81	96	109	77	72

Total Final Actions – Finding Discrimination – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005		2006		2007		2008		2009		2010 – Thru June 30th	
Final Actions Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
Total Final Actions Finding Discrimination	12	100%	29	100%	12	100%	21	100%	23	100%	15	100%
Without Hearing	2	17%	4	14%	2	17%	0	0%	1	4%	0	0%
With Hearing	10	83%	25	86%	10	83%	21	100%	22	96%	15	100%

Findings of Discrimination Rendered by Basis – Comparative Data – Previous Fiscal Year Data

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

Fiscal Year	2005		2006		2007		2008		2009		2010 – Thru June 30th	
Findings of Discrimination Rendered by Basis	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	12	100%	29	100%	12	100%	21	100%	23	100%	15	100%
Race	1	8%	21	72%	3	25%	7	33%	8	35%	3	20%
Color	0	0%	2	7%	0	0%	3	14%	3	13%	0	0%
Religion	1	8%	1	3%	1	8%	5	24%	3	13%	1	6%
Reprisal	3	25%	10	34%	6	50%	5	24%	11	48%	9	60%
Sex	5	42%	10	34%	7	58%	7	33%	8	35%	2	13%
National Origin	1	8%	1	3%	1	8%	8	38%	4	17%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	3	25%	5	17%	2	17%	4	19%	5	22%	2	13%
Disability	5	42%	3	10%	0	0%	2	10%	5	22%	5	33%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

FINDINGS OF DISCRIMINATION RENDERED BY BASIS AFTER HEARING

Fiscal Year	2005		2006		2007		2008		2009		2010 – Thru June 30th	
Findings After Hearing	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings After Hearing	10	83%	25	86%	10	83%	21	100%	22	96%	15	100%
Race	1	100%	18	86%	2	50%	7	100%	8	100%	3	100%
Color	0	0%	1	50%	0	0%	3	100%	3	100%	0	100%
Religion	1	100%	1	100%	1	100%	5	100%	3	100%	1	100%
Reprisal	3	100%	10	100%	4	67%	5	100%	11	100%	9	100%
Sex	5	100%	10	100%	5	71%	7	100%	8	100%	2	100%
National Origin	1	100%	1	100%	1	100%	8	100%	4	100%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	3	100%	5	100%	2	100%	4	100%	5	100%	2	100%
Disability	4	80%	3	100%	0	0%	2	100%	4	80%	5	100%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

FINDINGS OF DISCRIMINATION RENDERED BY BASIS WITHOUT HEARING

Fiscal Year	2005		2006		2007		2008		2009		2010 – Thru June 30th	
Findings Without Hearing	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings without Hearing	2	16%	4	13%	2	16%	0	0%	1	4%	0	0%
Race	0	0%	3	14%	2	50%	0	0%	0	0%	0	0%
Color	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	2	33%	0	0%	0	0%	0	0%
Sex	0	0%	0	0%	2	29	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	1	20%	0	0%	0	0%	0	0%	1	20%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Issue – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005		2006		2007		2008		2009		2010 – Thru June 30th	
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	12	100%	29	100%	12	100%	21	100%	23	100%	15	100%
Appointment/Hire	2	17%	4	14%	1	8%	2	10%	0	0%	1	9%
Assignment of Duties	2	17%	1	3%	1	8%	1	5%	2	9%	2	18%
Awards	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Conversion to Full- time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%
Reprimand	0	0%	2	7%	0	0%	0	0%	1	4%	0	0%
Suspension	0	0%	0	0%	1	8%	0	0%	0	0%	3	20%
Removal	0	0%	0	0%	0	0%	2	10%	1	4%	1	6%
Disciplinary Action - Other	0	0%	0	0%	1	8%	0	0%	0	0%	1	6%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	2	7%	0	0%	0	0%	0	0%	1	6%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual Harassment	1	8%	9	31%	2	17%	5	24%	10	43%	3	30%
Sexual Harassment	0	0%	2	7%	0	0%	0	0%	0	0%	2	18%
Medical Examination	0	0%	1	3%	0	0%	0	0%	1	4%	0	0%
Pay (Including Overtime)	0	0%	1	3%	1	8%	0	0%	1	4%	0	0%
Promotion/Non- Selection	4	33%	10	34%	2	17%	11	52%	5	22%	4	27%
Reassignment – Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment – Directed	0	0%	0	0%	2	17%	0	0%	1	4%	1	6%
Reasonable Accommodation	0	0%	1	3%	0	0%	0	0%	1	4%	2	18%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	2	17%	5	17%	2	17%	2	10%	4	17%	2	18%

Terms/Condition of Employment	0	0%	3	10%	2	17%	2	10%	2	9%	1	6%
Time and Attendance	0	0%	1	3%	2	17%	0	0%	1	4%	2	18%
Training	0	0%	0	0%	0	0%	0	0%	1	4%	1	6%
Other	0	0%	0	0%	1	8%	0	0%	5	22%	0	0%

FINDINGS OF DISCRIMINATION RENDERED BY ISSUE AFTER HEARING

Fiscal Year	2005		2006		2007		2008		2009		2010 – Thru June 30th	
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings After Hearing	10	83%	25	86%	10	83%	21	100%	22	96%	15	100%
Appointment/Hire	2	100%	4	100%	1	100%	2	100%	0	0%	1	100%
Assignment of Duties	2	100%	1	100%	1	100%	1	100%	2	100%	2	100%
Awards	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	2	100%	0	0%
Reprimand	0	0%	2	100%	0	0%	0	0%	1	100%	0	0%
Suspension	0	0%	0	0%	1	100%	0	0%	0	0%	3	100%
Removal	0	0%	0	0%	0	0%	2	100%	1	100%	1	100%
Disciplinary Action - Other	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	1	50%	0	0%	0	0%	0	0%	1	100%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual Harassment	1	100%	5	71%	2	100%	5	100%	10	100%	3	100%
Sexual Harassment	0	0%	2	100%	0	0%	0	0%	0	0%	2	100%
Medical Examination	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	1	100%	1	100%	0	0%	0	0%	0	0%
Promotion/Non-Selection	4	100%	10	100%	2	100%	11	100%	5	100%	4	100%
Reassignment – Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment – Directed	0	0%	0	0%	2	100%	0	0%	1	100%	1	100%

Reasonable Accommodation	0	0%	1	100%	0	0%	0	0%	1	100%	2	100%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	1	50%	5	100%	0	0%	2	100%	4	100%	2	100%
Terms/Condition of Employment	0	0%	3	100%	2	100%	2	100%	2	100%	1	100%
Time and Attendance	0	0%	0	0%	2	100%	0	0%	1	100%	2	100%
Training	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
Other	0	0%	0	0%	1	100%	0	0%	5	100%	0	0%

FINDINGS OF DISCRIMINATION RENDERED BY ISSUE WITHOUT HEARING

Fiscal Year	2005		2006		2007		2008		2009		2010 – Thru June 30th	
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
Total Number of Findings Without Hearing	2	16%	4	13%	2	16%	0	0%	1	4%	0	0%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action - Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual Harassment	0	0%	4	44%	0	0%	0	0%	0	0%	0	0%
Sexual Harassment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Reassignment – Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment – Directed	0	0%	0	0%	2	100%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%
Terms/Condition of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Pending Complaints Filed in Previous Fiscal Years by Status – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru June 30th
Total Complaints from previous Fiscal Year	2595	2096	1411	1382	1350	1499
Total Complainants	2262	1758	1315	1280	1390	1210

Number Complaints Pending at Investigation	997	480	147	164	128	105
Number Complaints Pending at Hearing	652	574	438	468	536	600
Number of Complaints Pending at Final Action	651	683	679	649	546	578
Number of Complaints pending Appeal with EEOC OFO	254	188	147	164	217	248

Complaint Investigations – Comparative Data – Previous Fiscal Year Data

Fiscal Year	2005	2006	2007	2008	2009	2010 – Thru June 30th
Pending Complaints where Investigation Exceeds Required Time Frames	634	154	367	375	525	244